

LABOR RELATIONS



December 23, 2022

Mr. Edmund A. Carley  
National President  
United Postmasters and Managers  
of America  
8 Herbert Street  
Alexandria, VA 22305-2600

Dear Edmund:

This is in reference to our December 20 correspondence proposing modification to the salary range minimums and maximums of the non-bargaining salary schedules and your recommendations to that proposal.

The Postal Service proposed to modify the 1.5% increase as directed by the August 2021 Pay Decision and apply a 4.1% increase to the salary range maximums and increase the salary range minimums by the dollar increase of the respective range maximum. These increases would be implemented prior to applying the FY22 Pay-for-Performance (PFP) award.

The Postal Service has considered the recommendations provided by you. We agree to have further discussions with you related to pay of our non-bargaining employees to ensure that our salary ranges, National Performance Assessment objectives and our Pay-for-Performance program are driving performance and rewarding our employees as intended.

The Postal Service has decided, pursuant to Title 39 US Code § 1004, to proceed with implementation of the revisions outlined in our December 20 correspondence. The salary ranges will be effective January 14, 2023 and are enclosed for your convenience.

Please contact me if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration

Enclosures

**Executive Administrative Schedule (EAS)**  
**Annual Salary**  
**Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)**

**RSC E**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
15	\$54,720	\$77,920
16	\$57,770	\$87,170
17	\$61,230	\$91,030
18	\$62,910	\$95,010
43 (18B)	\$68,310	\$96,710
19	\$69,210	\$99,510
20	\$80,310	\$104,940
21	\$81,250	\$110,000
22	\$84,380	\$119,230
23	\$89,030	\$125,730
24	\$94,260	\$131,960
25	\$105,920	\$138,520
26	\$113,400	\$145,400

<b>Part-Time Postmasters</b> <b>Hourly and Annual Equivalent Basic Rates</b> <b>Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)</b> <b>RSC F (Des-Act 38-0)</b>					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$21.33	\$44,364	\$32.38	\$67,340
		\$21.3288	\$44,364	\$32.3750	\$67,340